

Office of Finance Pilot Project - Managerial Grid

Summary Statement

1. Attached is a description and evaluation of this Project, written by the Management Training Faculty, OTR. Recommendations are made on the last page (Attachment XI).
2. In sum, the Project was very successful in some ways, not successful in others. More positive results seem to have been achieved in the improvement of working relationships than in quantitative increase in production. Actual results are hard to measure, and the evaluation must necessarily be inconclusive, but there appears to be a net gain for the office, which might have been greater had this not been the first effort of its kind.
3. The individuals who participated distinguished themselves by their motivation and by their efforts in carrying out a difficult pioneering project. Further study of the Grid appears warranted.
4. The immediately following attachments cover the subjects named below:
 - I Historical Background of the Pilot Project
 - II Description of the Managerial Grid Program
 - III Description of the Pilot Project
 - IV Performance of the Office of Finance in Phase I
 - V Attitude Change of Office of Finance in Phase I
 - VI Performance of the Office of Finance in Phase II
 - VII Results of Questionnaire on the Project
 - VIII The Questionnaire Submitted to Participants
 - IX Weaknesses in the Conduct of the Project
 - X Evaluation of the Pilot Project
 - XI Recommendations

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